

**PACIFIC GAS AND ELECTRIC COMPANY
General Rate Case 2011 Phase I
Application 09-12-020
Data Response**

PG&E Data Request No.:	DRA_145-03-Supp01		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_145-Q03-Supp01		
Request Date:	February 12, 2010	Requester DR No.:	DRA-145-TLG
Date Sent:	March 19, 2010	Requesting Party:	DRA
PG&E Witness:	Redacted	Requester:	Dao Phan

SUBJECT: SHORT – TERM INCENTIVE PLAN (STIP)

QUESTION 3

PG&E states that “STIP is a critical part of PG&E’s total compensation package for over 7,000 participating employees”. (Exhibit (PG&E-6) page 16-3)

- a) Provide the exact number of PG&E Company and PG&E Corporation employees that received STIP awards in 2009. In the response separate and total the number of employees that received STIP awards by specific employee title and categories (i.e. President & CEO, SVP & COO, Sr. Vice President, Vice President, Sr. Director, Manager/Supervisor Distribution, Clerical Exe Asst to President, etc.).
- b) Provide the exact number of PG&E Company and PG&E Corporation employees that are expected to receive STIP awards in March 2010.
- c) Provide the total number of PG&E Company and PG&E Corporation employees for 2009 and as of January 31, 2010, and state and compare the exact percentage of employees that received STIP in 2009, or expected to receive STIP in 2010, out of the total number of PG&E Company and PG&E Corporation employees.
- d) Provide the forecasted number of PG&E Company and PG&E Corporation employees for 2011.

ANSWER 3 – SUPPLEMENTAL 1

PG&E objects to this request on the grounds that the question asks for actual 2009 data, while PG&E’s request is based on 2008 recorded data. Notwithstanding the foregoing and without waiving PG&E’s right to object to the admissibility of the requested information into evidence, PG&E responds as follows:

- b) The number of PG&E Company and PG&E Corporation employees expected to receive awards was not estimated.

c) The table below is updated to show the number of PG&E Company and PG&E Corporation employees as of 12/31/09 and 1/31/10. It also shows the number of 2009 STIP recipients in March 2010.

	Total Emps as of 12/31/09	2009 STIP Recipients (paid in 2010)	% Receiving	Total Emps as of 1/31/10
Utility	19564	7523	38.5%	19411
Corp	36	40	111.1%	40
Total	19600	7563	38.6%	19451

As explained earlier in the original response to question 145-3c, to be eligible for a STIP award for any STIP plan year, an employee must still be employed as of the end of the year. Specifically, for employees to receive an award in March 2010 as a result of 2009 STIP performance, they must be employed as of December 31, 2009. There are a few exceptions, such as for employees who retire during the plan year. Thus, the total number of employees at the end of 2009 is a relevant comparison to those receiving awards in March 2010.

The reason there are more STIP recipients in the Corporation than total number of employees as of 12/31/09 is because four employees who were in the Utility as of 12/31/09 moved to the Corporation on 1/1/10.